

BEFORE THE DEPARTMENT OF LABOR
HUMAN RIGHTS BUREAU

CONCILIATION AGREEMENT SETTING FORTH
AFFIRMATIVE RELIEF

,

Charging Party,

HRC CASE NO.

v.

EEOC CASE NO.

,

Respondent.

This agreement is made between the Human Rights Bureau (Bureau), and (respondent). On ***** the charging party filed a complaint alleging that the respondent discriminated against (him/her) in employment based upon ***** On ***** the Bureau's investigation resulted in a finding of reasonable cause to believe the respondent had discriminated against the charging party. The charging party and the respondent negotiated a separate settlement agreement in the case, *a copy of which must be filed with the Bureau*. This agreement is the result of the Bureau's negotiation for affirmative relief.

To resolve this case, the parties agree as follows:

1. The respondent agrees to conduct all employment practices in a manner which does not discriminate on the basis of race, color, national origin, religion, creed, age, physical or mental disability, marital status, or sex.
2. The respondent agrees not to retaliate against any person for opposing unlawful discriminatory practices, filing a discrimination complaint, testifying, assisting or participating in a discrimination investigation or proceeding.
3. The respondent agrees to the following affirmative relief:
 - a.
4. This agreement does not constitute an admission by the respondent of any violation of law and respondent enters into this agreement solely to resolve the matter without further proceedings.
5. The Bureau agrees to cease processing this case and further agrees to not redesignate the complaint pursuant to 49-2-210 MCA.

6. This agreement constitutes a request for closure of EEOC Case No. *****.
7. Pursuant to any situation, which warrants such action, any party, including the Bureau, may compel compliance with the terms of this agreement. Venue of any action to compel compliance with the terms of this agreement shall be in Lewis and Clark County, Montana. The parties agree that this agreement will be admissible in any action to compel compliance with this agreement. The prevailing party in any action to compel compliance with this agreement shall be entitled to recover reasonable attorney fees and costs.
8. The parties acknowledge that they read this agreement in its entirety before signing it and that they understand all of the terms of this agreement.

Respondent

Date

Attorney for Respondent

Date

Clarice V. Beck, Conciliator
Human Rights Bureau

Date

I approve this Conciliation Agreement on behalf of the Montana Human Rights Bureau, agree to cease processing this case and agree not to redesignate the complaint as a Bureau staff complaint.

Katherine Kountz
Bureau Chief

Date